

CHANGING THE TRAINING PARADIGM



**Role of the
OPFOR: a
hammer forging
our units, or a
whetstone**

THE TASK

**We must change
the CTC training
paradigm...**

**...focussing the
experience on honing
leaders' knowledge,
skills, and attributes**

**...all the while
maintaining the enduring
principles that have made
ours the best Army
in the world!**



THE CHARTER

"The Army's...most fundamental mission--fighting and winning the nation's wars." (Initial Bde

"Each CTC is first and foremost a leader development training group...primary focus...training and development of flexible leaders." (CSA CTC Vi

"Remain focused on wartime METL and combat operations." (CSA CTC V

"OPFOR...best-trained adversary force in the world... toughest most challenging fight short of war...reflect the 21st century operational environment...not locked into rigid, overly prescribed doctrine." (CSA CTC Vis

THE CHALLENGE

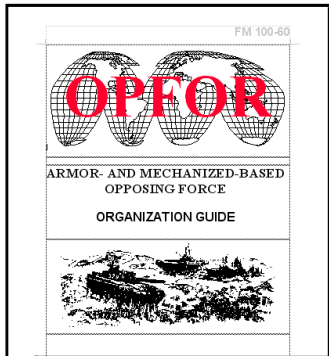
"...not all units are using the CTC as a capstone event...tasks trained at CTC do not always relate to the units' wartime missions or METL..." (DAIG

"...units lack proficiency...centers must modify conditions...less challenging realistic scenarios...encountered on battlefield." (GAC

"No systematic effort to correct basic deficiencies and improve performance trends observation, analytics, DTL feedback" (Trends Reversal Actio

"...the threat is at a higher level than we are training to." (GEN Ab

THE ROAD TO THE PRESENT



1993

**Training Threat Evolution:
“Capabilities-based” Threat**

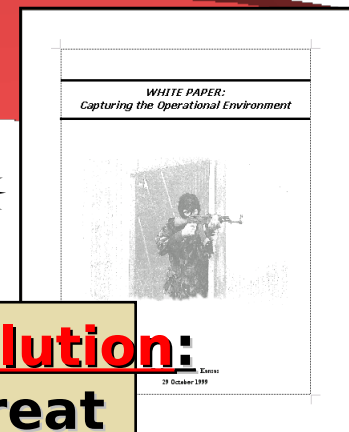
1984

**Training Threat Evolution:
“Monolithic” Threat**



1999

**Training Threat Revolution:
“Asymmetric” Threat
(based on complex, changing
operational environment)**



DESIGNING THE CTC EXPERIENCE

THE CURRENT

WAY

OPFOR
REPLICATES
COMPOSITE OF
ACTUAL THREATS

BLUFOR TNG
PLAN FOCUSED
ON "BEATING
THE OPFOR"

O/C FEEDBACK
AAR PROCESS

BLUFOR
CTC
EXPERIENCE
...OPFOR
GENERALLY

IN A DO LOOP...WITH LITTLE
OBVIOUS IMPROVEMENT

**CENTER
OF GRAVITY**

A BETTER

WAY

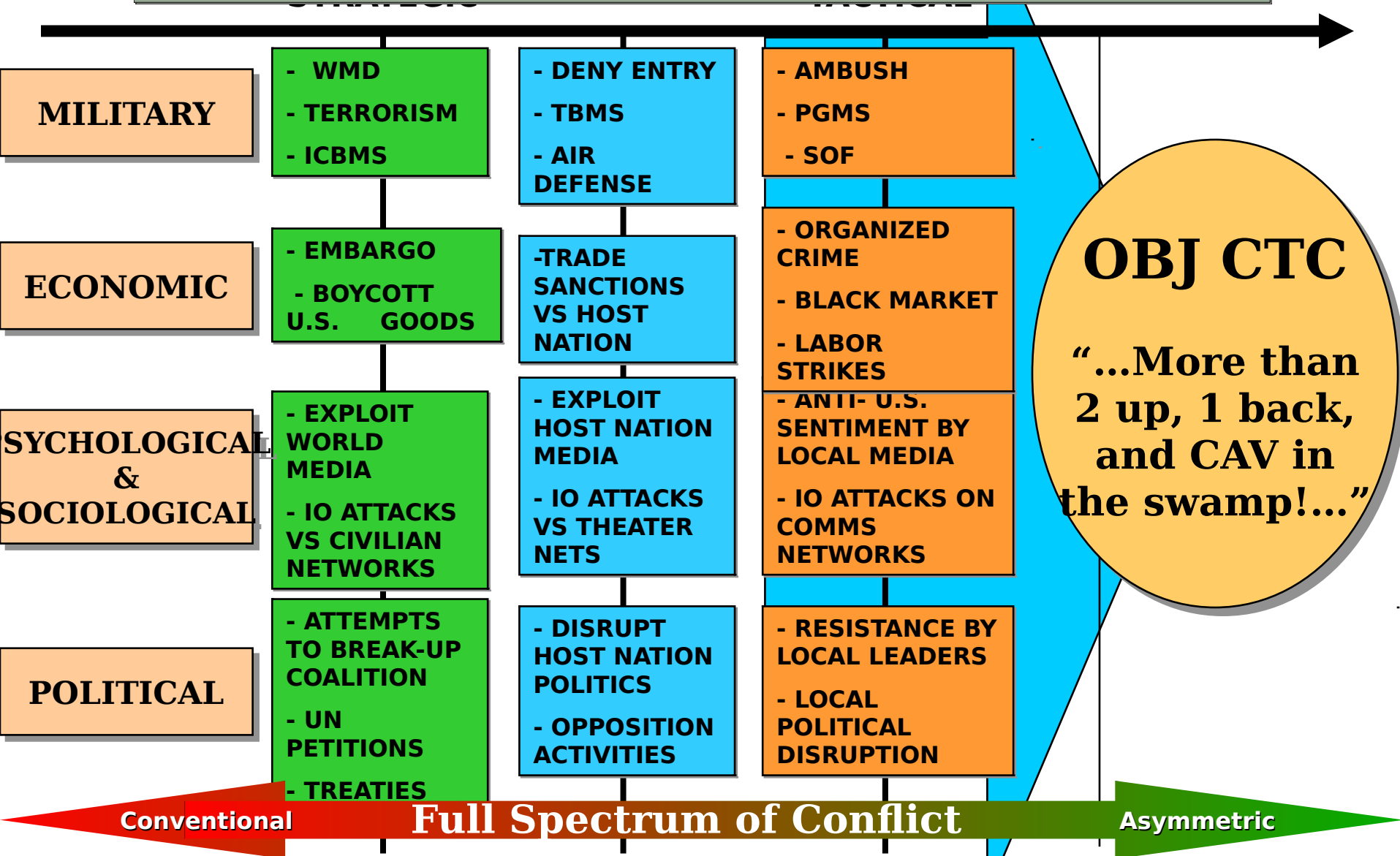
BLUFO
R
KSAs

NEW
OPERATIONAL
ENVIRONMEN
T

CSA CTC
VISION

REFOCUS ON THE
LEADER LABORATORY
ASPECT OF CTCs

HOW ADVERSARIES WIELD POWER



CREATING THE CONDITIONS

HOME STATION

CHANGE TO TASK ORGANIZATION

ACCELERATE DEPLOYMENT

KNOWLEDGE IN APPLYING METTTC TO MISSION ANALYSIS

ABILITY TO BALANCE RESOLVE AND FLEXIBILITY

ABILITY TO EXPRESS THOUGHTS AND IDEAS CLEARLY

MEDIA COVERAGE

POD/SPOV

DEMONSTRATIONS

KNOWLEDGE OF CULTURAL SENSITIVITIES

SKILLED IN PRESS INTERVIEWS

SKILLED IN ANTI-DEMONSTRATION PROCEDURES

ISB

TERRORIST ATTACK

ABILITY TO REMAIN CALM DURING CONDITIONS OF CHAOS

SKILLED IN UNIT TTPs

CHANGE IN ENEMY SITUATION

ASKED WITH UN RELIEF ESCORT

AOR

SKILLED IN FORCE PROTECTION MEASURES

ABILITY TO MAKE SOUND JUDGEMENTS IN ABSENCE OF FACTS

KNOWLEDGEABLE OF ENEMY'S OPERATING PATTERNS

ABILITY TO ANALYZE SITUATION

CHANGE IN ROE

SKILLED IN PREPARING CLEAR, CONCISE OPORDs

SKILLED IN MOTIVATING OTHERS TOWARD MISSION

FRAGO FOLLOW-ON MISSION

REDEPLOY

SUMMARY

**We're talking
revolutionary
changes in training**

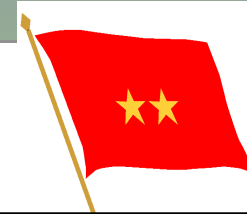
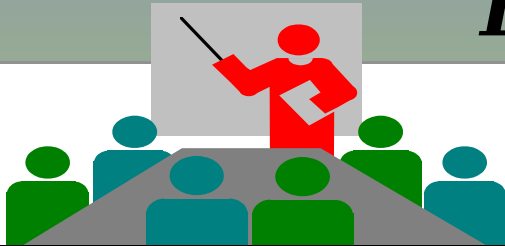
**...it's time for
tasks-conditions-standards
to reflect realities of new
operational environment...**

**...so we produce
adaptable leaders
comfortable with
change and ambiguity!**



GROUP DISCUSSION #1

“Mission analysis for training guidance & implications of New Operational Environment.”



PURPOSE

- **Conduct Mission Analysis_**
- **Provide insights into implications of implementing New Operational Environment (NOE).**
- **Backbrief MG Sylvester.**
- **Insights will be used to refine CTC O&Os.**

GUIDANCE

- ✓ **Use all the tools: CSA CTC Vision, NOE White Paper, CSA Training Guidance.**
- ✓ **Capitalize on the diversity & experience present in each group.**
- ✓ **Looking for your macro level thoughts...don't get bogged down into # of OSV-BMPs, etc.**